

## Effective Rates: 2023

For employers with 25 or more employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
.11%	.52%	.63%

Employers are responsible for sending contributions to the DFML for all employees. In 2023, the total contribution amount is 00.63% of wages.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.312% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.208% of wages) and up to 100% of the family leave contribution (.11% of wages).

Total Required Contribution: .52%*				
<b>Medical Leave</b>	<u>Five Colleges, Incorporated</u> (Employer Name)	will contribute	<b>60%</b>	of the medical leave contribution (or .312% of wages)
		and the remaining	<b>40%</b>	will be deducted from your earnings (or .208% of wages)

Total Required Contribution: .11%*				
<b>Family Leave</b>	<u>Five Colleges, Incorporated</u> (Employer Name)	will contribute	<b>0%</b>	of the family leave contribution
		and the remaining	<b>100%</b>	will be deducted from your earnings (or .11% of wages)